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ready for the workman's use. The standard method is set as the laborer's task. If the task is done in the way prescribed and in the time allotted, the worker should be rewarded by a bonus in addition to his regular wage. Every one contributing to the successful completion of the task, even foremen and superintendent, also receives a bonus above his wage if the task be properly done. After a task is once set, and the bonus agreed upon, they should not be changed even if the worker receives wages that seem to be extraordinary. An essential part of the system is the keeping of accurate records of every task and each worker.

Such a system rewards the factory owner, because it gives a larger production of better quality with the same equipment as used formerly. Hence labor cost is reduced. It benefits the worker by rewarding skill and good work in direct proportion to the effort put forth.

From the practical viewpoint the book makes a great contribution to the science of management in the scheme of bonus payment for a set task. The numerous charts, and the evidence drawn from the author's personal experience are also valuable.

As a piece of literature the book might be much improved. For instance chapter XI on prices and profits might well have been placed first, instead of next to the last. Throughout the first part of the book there are also many repetitions of the same ideas often expressed in identical words. The volume shows too plainly that it is a collection of magazine articles, and not a consecutive story, planned as one complete piece of work.

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*Industrial Unrest and the Living Wage: A Series of Lectures given at the Inter-Denominational Summer School, held at Swanwick, Derbyshire, June 28-July 5, 1913.* Pp. 182. Price, 2s. London: P. S. King and Son, 1913.

This little book is simply a report of the addresses delivered at the second session of the United Summer School—appearing as the second volume of a series of such, entitled *Conveying Views of Social Reform*. It is significant as expressing the reaction of the religious groups of England to the pressing questions of social advance. An interesting fact is that this important summer school took its rise from the student Christian movement. The English experience perhaps points the way to a closer coöperation of the church and university in this country through the present emphasis of the intercollegiate Christian associations upon social service.

With regard to the contents of the book, the introductory address by Mrs. Creighton, and those following by the Bishop of Lichfield and Rev. Lloyd Thomas, with the last in the volume by Canon Holland, present well the varied relations of Christianity and social service, and emphasize the responsibility of the church for leadership in the essentially Christian social movements of the day.

The remainder of the lectures are discussions, by able students, of the subject of the standard of living, and its maintenance by the enforcement of

the living wage. Of course, they do not claim to be original contributions to the field, yet they have considerable educational and propagandist value. English thought is indeed changing when the Rev. Dr. Carlyle, a pastor from the town of Oxford, can present in a few terse pages the causes of the present industrial unrest. Professor Urwick reviews the question of the efficiency standard of living; then Professor Hobhouse justifies the living wage from the economic viewpoint; Mr. Shann shows the disastrous effects of non-living wages; Dr. Slater discusses the vital relations of the living wage and trade unionism; Professor Macgregor makes a strong plea for profit sharing; and Mr. Mallon tells in an enlightening way of the working of the minimum wage regulations under the trades boards act of 1909. It is worth noting that women, Miss Rankin and Miss Smith (and remember women are more definitely affected by the new legislation) treat the matters of wage movements and legislation in Australia and the United States. On the whole the book, although not in any sense a scientific treatise or even a presentation of new facts and viewpoints, nevertheless does furnish a valuable popular review of the standard of life and living wage discussion now rife in England.

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INNES, ARTHUR D. *A History of England and the British Empire.* (4 vols.) Vols. I and II, pp. lxiv, 1092. Price, 6s. each. London: Messrs. Rivington, 1913.

Mr. Innes has attempted to place at the disposal of the general reader the more important results of the critical and monographic study of the last generation. Volume I deals with the period to 1485; II, 1485-1688; (III, 1689-1802; IV, 1802-1914). The scale of presentation is comparable in general to the *Short History of the English People* by John Richard Green, and the work of Mr. Innes is no less characteristic of the present generation than Green's work was typical of the temper of the seventies. The earlier work is dominated by its ardent enthusiasm for the struggle of democratic leaders with prerogative. The main interest lies in the establishment of the authority of Parliament, and perhaps it is for this reason that the narrative of the earlier period received so much attention from Green. Mr. Innes represents the newer school that is more dispassionately concerned with the evolution of modern society. There is less disposition to take sides, with either Crown or Parliament. The narrative thus unfolds the record of the British empire and not merely the history of the English people. The adoption of this definitely scientific point of view leads to the inclusion of constitutional and economic material that is frequently neglected entirely or subordinated to the narrative of political events. Mr. Innes has maintained a more just proportion in the treatment of these different elements. Footnotes and critical apparatus are not in evidence but the temper of the work is essentially critical and appears clearly in the text, most particularly with reference to economic and constitutional material. Mr. Innes has thus achieved the distinction of presenting to the general reader a vital and significant interpretation of English history.